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<b>JOB TAG LINE:</b>	An excellent opportunity for an experienced Estate Risk and Security Manager at Copperleaf Country Estate HOA NPC
<b>JOB TITLE:</b>	<b>ESTATE RISK AND SECURITY MANAGER</b>
<b>NO. OF VACANCIES:</b>	1
<b>EMPLOYMENT TYPE:</b>	Permanent
<b>REPORTS TO:</b>	General Manager
<b>AVAILABLE:</b>	Immediately
<b>OVERVIEW:</b>	<p>The Role of the Estate Risk and Security Manager with 4IR (Fourth Industrial Revolution) competencies and Cyber Security skills will be responsible for overseeing and enhancing the security and risk management operations within the Estate and its surrounding areas.</p> <p>The role has the responsibility to ensure the overall safety and security of the estate and its residents through compliance with the relevant regulations and rules;</p> <p>This role combines traditional security management with the integration of technologies associated with the Fourth Industrial Revolution (4IR) and an understanding of digital data management and trends in cyber security.</p> <p>The primary goal is to protect the estate and its occupants from physical and digital threats while optimizing security Operations and efficiency through a combination of traditional security approaches enhanced with technology and innovation.</p> <p>The suitable candidate is expected to stay up-to-date with industry trends and emerging technologies to remain at the forefront of security innovation and provides advise and recommendation to The Estate General Manager, the Security Committee and the Board of Directors.</p>
<b>KEY PERFORMANCE AREAS AND OUTPUTS</b>	<p><b>1. Physical Security Management:</b></p> <ul style="list-style-type: none"> <li>• Develop and implement comprehensive physical security strategies and plans to safeguard the estate, its assets, and its occupants.</li> <li>• Oversee the deployment of surveillance systems, access control, and security personnel.</li> <li>• Conduct risk assessments and recommend security enhancements based on emerging threats and vulnerabilities.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensuring continuous assessment of the premises and minimizing as far as possible risky access and creating several barriers to would be criminals.</li> </ul> <p><b>2. Security technology Integration :</b></p> <ul style="list-style-type: none"> <li>• Identify opportunities to integrate emerging technologies associated with the Fourth Industrial Revolution into the estate's security framework.</li> <li>• Leverage IoT (Internet of Things), AI (Artificial Intelligence), machine learning, and automation to enhance security and surveillance capabilities.</li> <li>• Collaborate with Estate IT business unit to ensure that the estate's digital infrastructure is protected from cyber threats.</li> <li>• Implement and maintain robust cybersecurity protocols to safeguard sensitive data and connected devices within the estate.</li> <li>• Monitor network traffic for signs of cyberattacks and take appropriate actions to mitigate risks.</li> </ul> <p><b>3. Security Planning, Performance and Administration:</b></p> <ul style="list-style-type: none"> <li>• Ensure that the estate complies with all relevant security-related regulations, such as data protection laws and industry-specific standards.</li> <li>• Recruit, train, and manage a team of security personnel, ensuring their adherence to best practices and procedure</li> <li>• Develop and maintain emergency response plans for various scenarios, including natural disasters, security breaches, and cyber incidents.</li> <li>• Conduct drills and training exercises to prepare estate personnel for emergency situations.</li> <li>• Monitor the performance of security staff and conduct regular evaluations to identify areas for improvement.</li> <li>• Develop and execute incident response plans to minimize damage and recover quickly from security incidents.</li> </ul> <p><b>4. Stakeholder Relations and Engagement and Response:</b></p> <ul style="list-style-type: none"> <li>• Manage relationships with law enforcement agencies and government authorities as needed.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Manage relationships with other structures within the Estates that focuses on matters of Security e.g., Copperleaf Community Policing Forum (CCFP)</li> <li>• Provides regular update and feedback to stakeholders and shareholders regarding security related matters, incidences, rules and applicable compliance procedures.</li> <li>• Manage and evaluate the performance of all Security Service Providers service level agreements and ensures that the perform according to applicable standard operating procedures.</li> <li>• Monitors and controls service providers to ensure service delivery in accordance with SLA's and Takes appropriate action to address non-delivery as urgently as possible.</li> <li>• Through Stakeholder engagements and participation, create an overall risk assessment need, evaluate security related risk and recommend measures for improvement such as AI surveillance cameras, access control systems, and cybersecurity tools.</li> <li>• Oversee the installation and maintenance of security equipment.</li> <li>• Investigate and report security incidents and breaches.</li> </ul> <p><b>5. Financial Management</b></p> <ul style="list-style-type: none"> <li>• In collaboration with the Finance business unit, prepares annual security budget and submits the proposed budget for consideration of approval by the General Manager and the Board</li> <li>• Manages expenditure within the agreed budget parameters and provides and obtains written approvals as per the delegation of Authority for any expenditure outside of the budget parameters.</li> <li>• Prepares a detailed monthly security incidents reports and management account reports and submits an abridged version to the Board.</li> <li>• Attends the HOA Security Committee Board Meetings to represent the Security function and address issues that arise.</li> </ul>
<b>MINIMUM REQUIREMENTS:</b>	<ul style="list-style-type: none"> <li>• Minimum NQF level 6 qualification in a related field, such as Security Management, Policing, or</li> </ul>

	<p>Information Technology/ Risk Management and / Data management.</p> <ul style="list-style-type: none"> <li>• PSIRA GRADE A registered and Accredited</li> <li>• Candidates with Professional certifications in security and/or cyber security are highly desirable (e.g., Certified Information Systems Security Professional - CISSP, Certified Information Security Manager - CISM) and will have an added advantage.</li> <li>• Minimum of Five (5 years) experience in security management, risk assessment, and incident response.</li> <li>• Knowledge of relevant laws and regulations governing estate security.</li> <li>• Ability to adapt to rapidly changing security threats and technology advancements with understanding of 4IR technologies (Drone Technologies, Artificial Intelligence Camera Surveillance, Remote Security Monitoring and Assessment) and their applications in security will be an added advantage.</li> <li>• Excellent communication and leadership skills.</li> </ul>
<b>SKILLS AND KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Deadline driven</li> <li>• Results oriented and highly organised</li> <li>• Excellent communication (verbal and written) and interpersonal skills</li> <li>• Sound Judgment</li> <li>• Ability to lead and motivate others.</li> <li>• Self-starter with initiative</li> <li>• Focus on quality and detail.</li> </ul>
<b>REMUNERATION:</b>	<b>Market related salary with company benefits</b>
<b>CLOSING DATE</b>	<b>1<sup>st</sup> November 2023</b>
<b>SEND CV'S TO:</b>	careers@copper-leaf.co.za